



## TAKING ACTION FOR OUR PATIENTS AND BRINGING OUR MESSAGE OF QUALITY CARE TO THE COMMUNITY

Since we started bargaining in November, we've proposed safe staffing levels, wages that recruit and retain staff and compete with other area hospitals, and protection of hard-won workplace standards on low census, healthcare costs, and breaks and overtime. Taking action, including delivering petitions to management, publishing a full-page newspaper ad in The Spokesman-Review, and securing a strong authorization vote for our picket, has been effective. MultiCare has agreed to extend the hometown discount, add the new breaks and overtime law to our contract, and withdrawn their proposal to increase our annual low census cap.

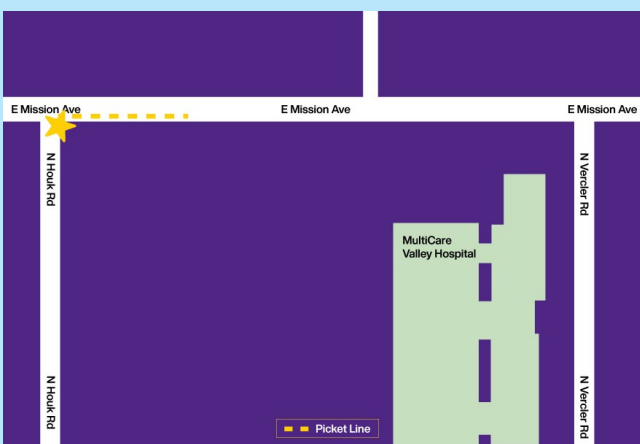
Now we need to bring our message to the community. MultiCare must act on breaks and wages in order to improve recruitment and retention. Our patients deserve safe staffing. On May 19, we'll be in front of both hospitals picketing for our patients.

### Informational Picket Details

**Wednesday, May 19 - 11:30am-1:00pm | 3:30pm-5:30pm**

#### Location: Valley

We'll meet on the corner of Mission and Houck and picket on Mission.



#### Location: Deaconess

We'll be on 5th on the sidewalk in front of the main entrance.



scan this QR  
code with your  
phone camera!



## MULTICARE IS FROM OUT OF TOWN—AND IS OUT OF TOUCH WITH WHAT WE NEED IN SPOKANE.

MultiCare closed out 2020 with impressive financials and millions in the bank. Meanwhile, they're paying us less than workers at other area hospitals, making it difficult to recruit and retain experienced caregivers. MultiCare leadership is from out of town: They're out of touch with Spokane people and Spokane values.

Stand with us as we fight back. Remind MultiCare that nurses and healthcare workers are local heroes, and we deserve to be treated like it!

## OUT OF TOWN, OUT OF TOUCH.

Caregivers at MultiCare Deaconess and Valley Hospitals in Spokane are heroes, working on the frontlines to care for our community throughout the pandemic. But administrators aren't treating us like heroes.

Instead, they're paying us less than workers at other healthcare facilities, making it difficult to recruit and retain important staff. Meanwhile, MultiCare closed off 2020 with impressive financials and millions in the bank.

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STAND WITH US.  
MULTICAREHEROES.ORG



**SEIU**Healthcare®  
United for Quality Care



# GET THE FACTS!

## QUESTIONS AND ANSWERS ABOUT THE INFORMATIONAL PICKET.



### Question: Why are we picketing?

Over the last three years, 20% of caregivers at both Deaconess and Valley left annually to work elsewhere. Not only is this a structural problem evident in continuous turnover, but it is an immediate problem — earlier this year, the OR (Operating Room) at Deaconess Hospital lost five OR techs in one week. We know that missed breaks and wages are factors in high turnover. That's why we're demanding that MultiCare do better.

### Question: Do I have to be out there all day?

No. You should come out there for as long as you can be there. If you can only come out for 30 minutes, come out for 30 minutes. If you have the day off, please come out for at least one shift.

### Question: Can management retaliate against me for picketing?

No. It is illegal for management to retaliate against you for picketing. Deaconess and Valley Hospital members have engaged in two informational pickets in the last twelve years. No one was retaliated against in either case and hundreds participated. We also recently published an ad with a statement that hundreds of us signed on. No one was disciplined for that, either.

### Question: Is this a strike?

No. We're not at the point where we need to strike yet. The goal is to reach a fair contract that allows us to care for our patients.



**"MultiCare employees care about the people of our community and have worked hard to be there for them. My coworkers and I are concerned that MultiCare is failing to honor its heroes. We want MultiCare to live up to its name and mission statement. Our community is watching."**  
- Rachelle Delcambre, Ultrasound Tech, Deaconess

